REAL Xchange

KTT KNOWLEDGE TRANSLATION AND TRANSFER

Breaking Down Barriers to Knowledge Exchange

Charity Village
February 29, 2024

COMMUNITY LIVING Essex County

ODEN

partners for planning

With support from:
Ontario
Ministry of Children, Community and Social Services

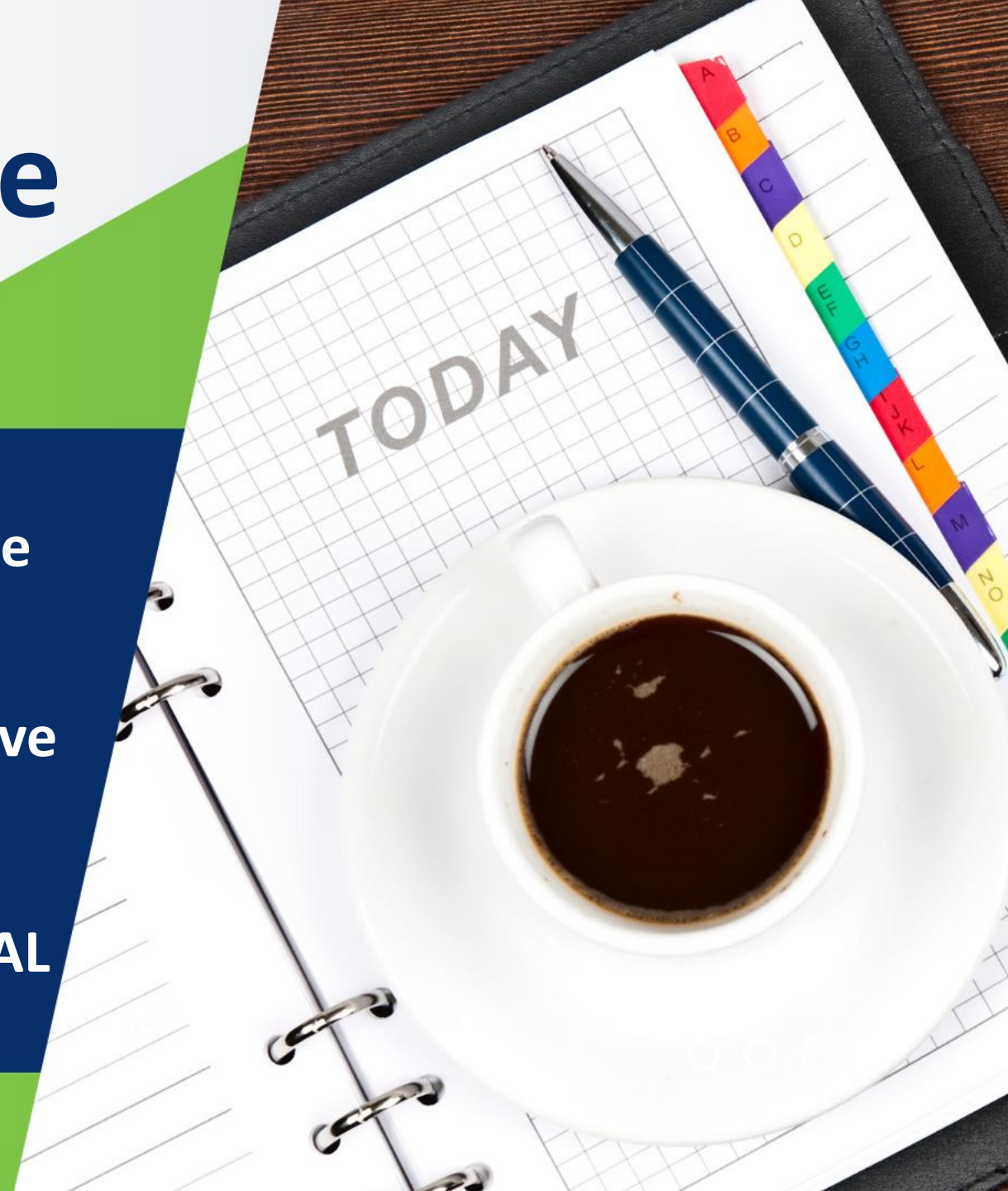
Land Acknowledgement

In the Spirit of Truth and Reconciliation, we are acknowledging that in this virtual session, we are gathered today on the customary and traditional lands of First Nations, Inuit and Metis peoples of Turtle Island.

native-land.ca

Agenda at a glance

1. Learn how the REAL Xchange can support the development of service provider personnel
2. Learn why mentorship is an effective way to develop skills
3. Learn how to participate in the REAL Xchange Mentorship program



REAL CHANGE

Redesign our business model

Engage people and their families

Actively design innovative supports

Lead the modernization movement

REAL Xchange KTT

KNOWLEDGE TRANSLATION AND TRANSFER

A Hub for Resources, Knowledge Exchange, Collaboration and Learning.

Designed with busy service providers in mind.

COMMUNITY LIVING Essex County

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How familiar are you with the Real Xchange Network and Hub?

ⓘ Start presenting to display the poll results on this slide.

REAL Xchange

KTT KNOWLEDGE TRANSLATION AND TRANSFER

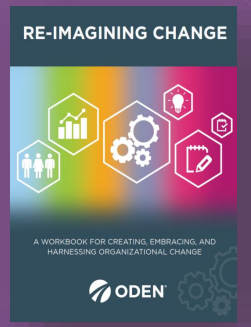
Ontario Disability Employment Network

Partners For Planning

Community Living Essex County

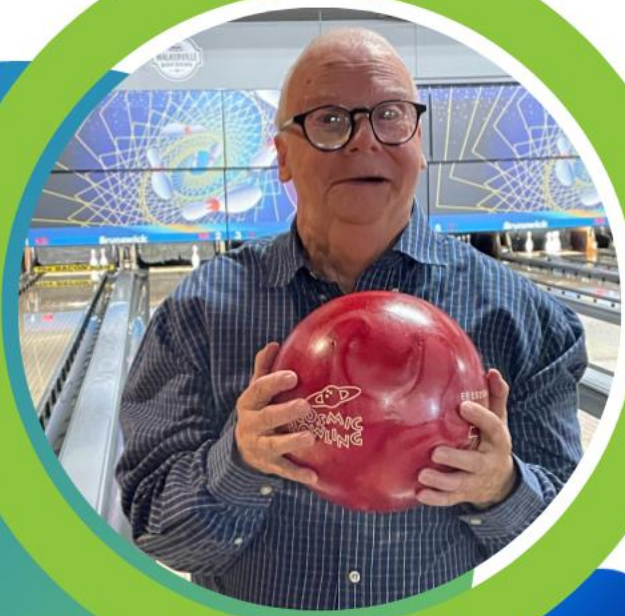
REAL Xchange KTT is supported by MCCSS.

ODEN®



130+ Members

p4p
PLANNING
NETWORK

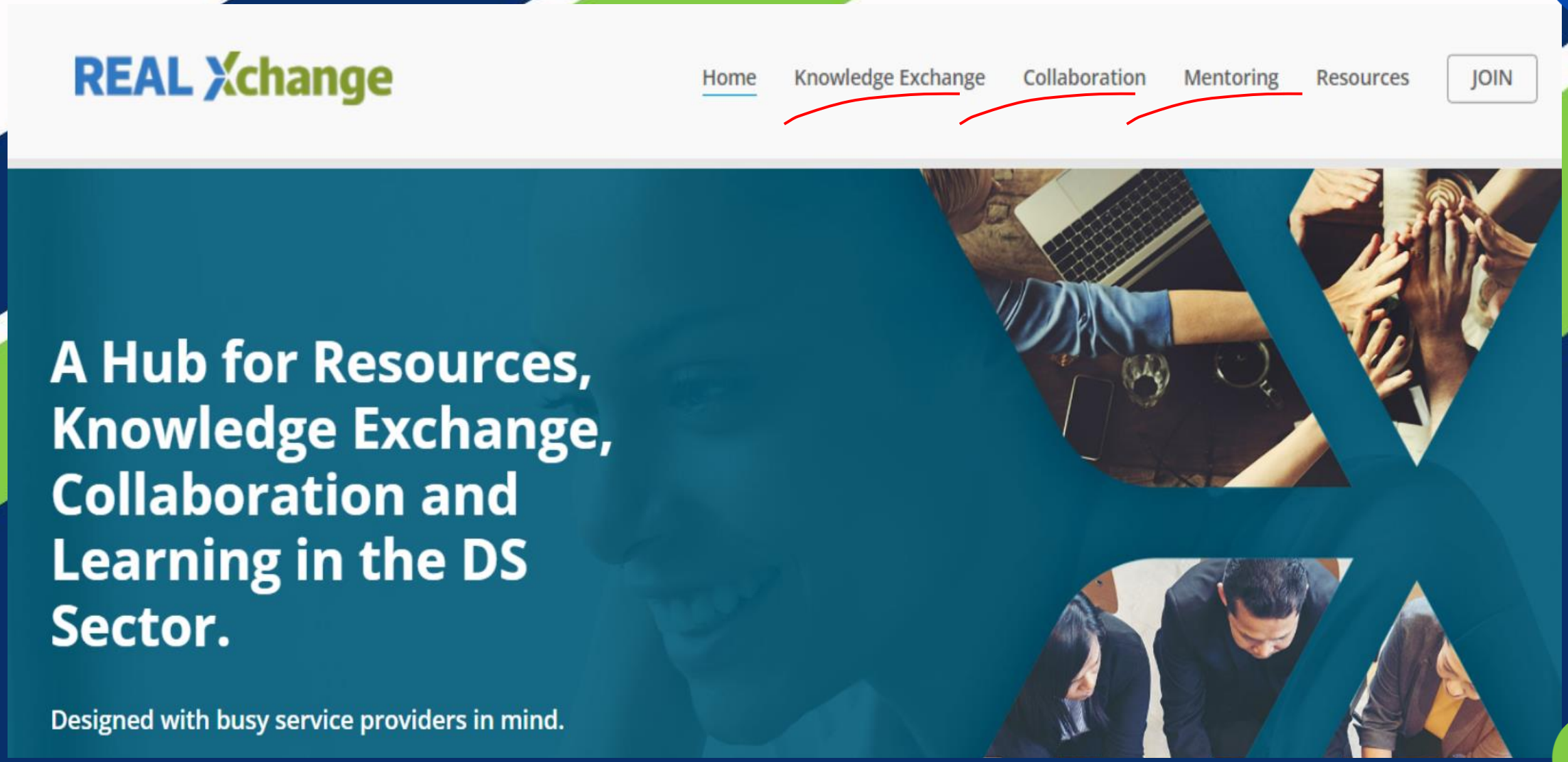


COMMUNITY LIVING
Essex County

Inspiring Possibilities

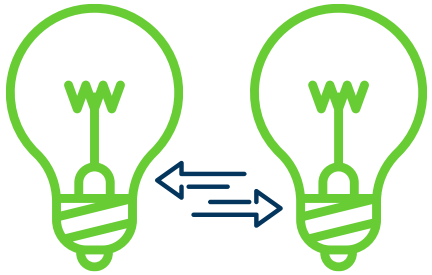
A
REAL Xchange
B

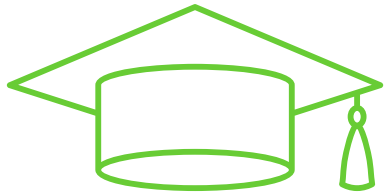
Welcome To:
REAL Xchange



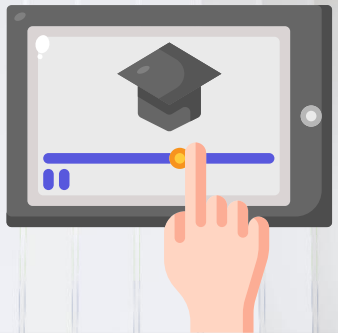
REAL Xchange

Pillars of REAL Xchange





KNOWLEDGE EXCHANGE



COLLABORATION

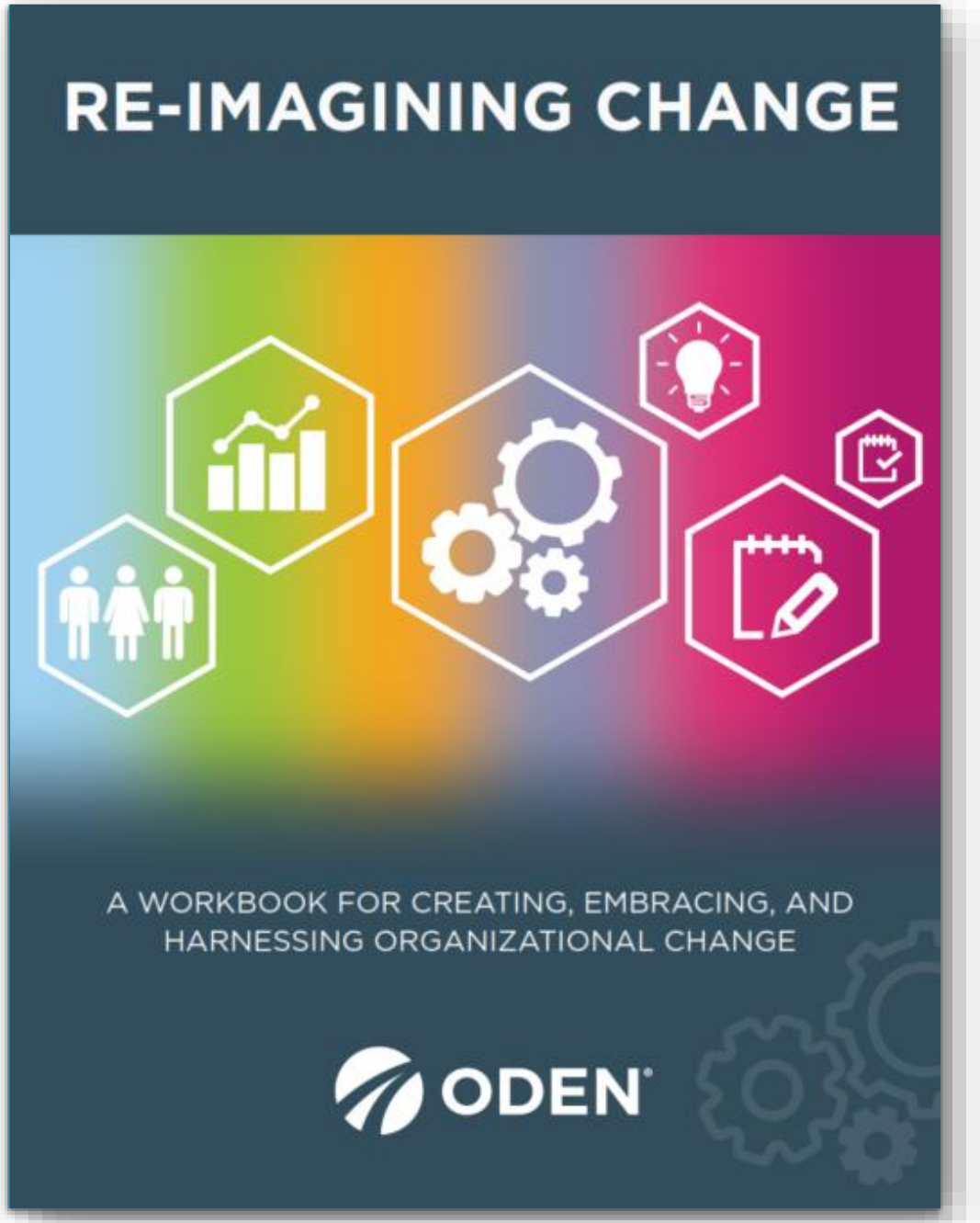
MENTORSHIP

REAL
Xchange
KTT
KNOWLEDGE
TRANSLATION
AND TRANSFER
Ontario
Disability
Employment
Network
Knowledge Exchange

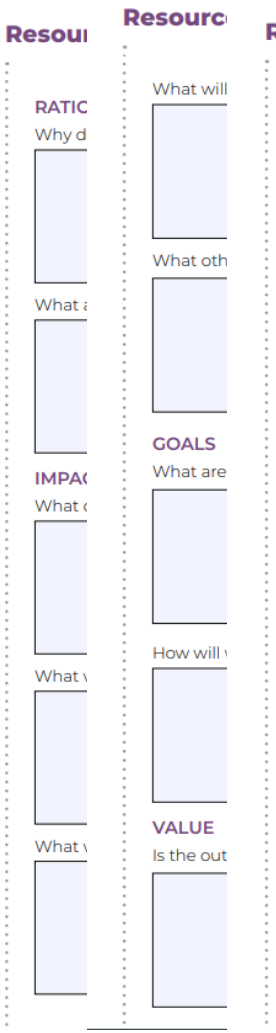
- Bring an “Employment” lens
- Develop Actionable and Easy to Access Resources :
  - Partnership Guidebook
  - Change Management Workbook

New Horizons

Re-imagining Change
A Workbook for Creating, Embracing, and Harnessing Organizational Change



GUIDEBOOK & WORKBOOK EXAMPLES



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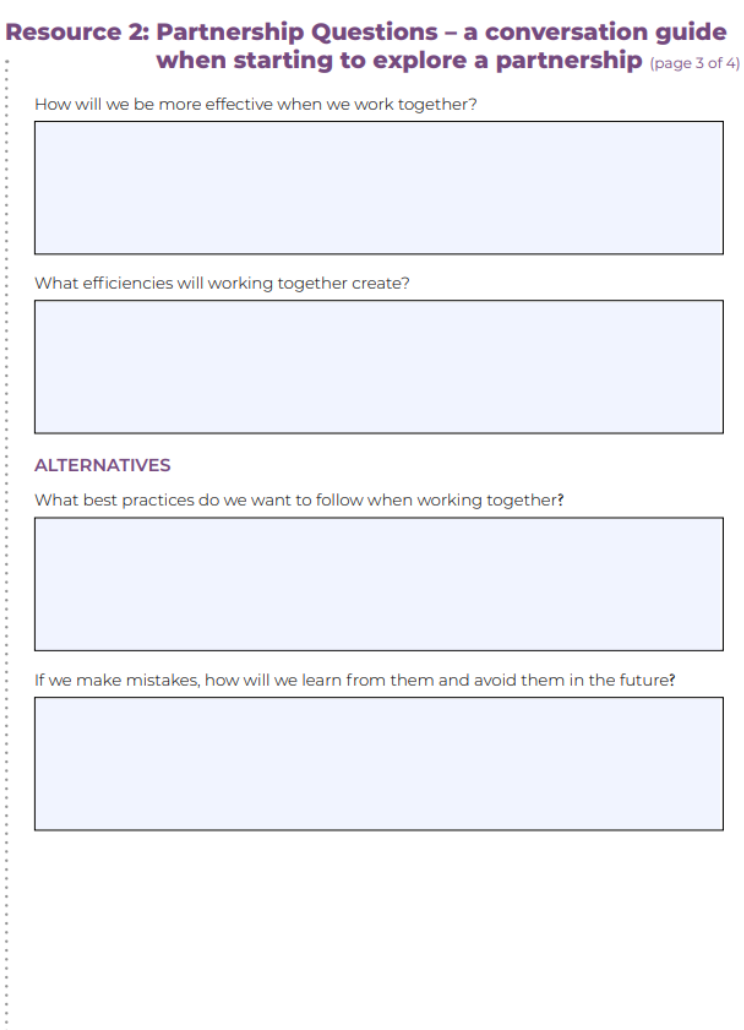


Resource 2: Partnership Questions – a conversation guide when starting to explore a partnership (page 3 of 4)

How will we be more effective when we work together?

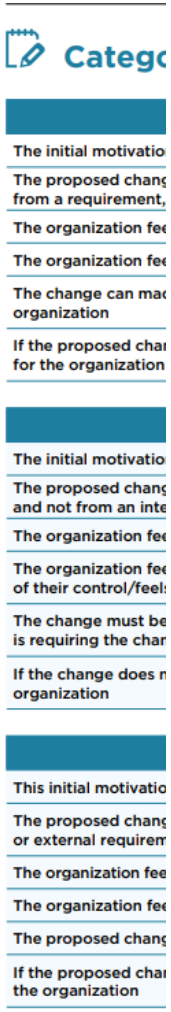
What efficiencies will working together create?

ALTERNATIVES

What best practices do we want to follow when working together?

If we make mistakes, how will we learn from them and avoid them in the future?

PARTNERSHIP GUIDEBOOK



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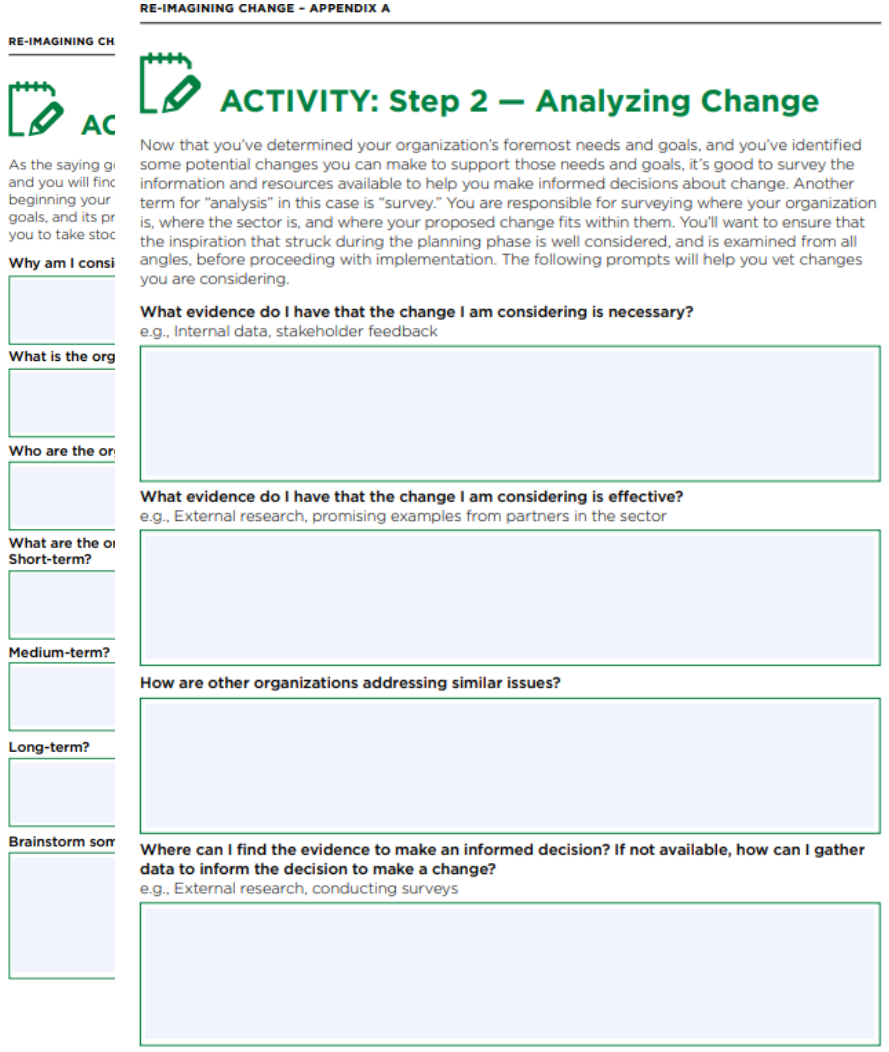

RE-IMAGINING CH

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As the saying g and you will finc beginning your goals, and its pr you to take stoc

Why am I consi

What is the org

Who are the or

What are the o Short-term?

Medium-term?

Long-term?

Brainstorm som

RE-IMAGINING CHANGE – APPENDIX A

ACTIVITY: Step 2 — Analyzing Change

Now that you've determined your organization's foremost needs and goals, and you've identified some potential changes you can make to support those needs and goals, it's good to survey the information and resources available to help you make informed decisions about change. Another term for "analysis" in this case is "survey." You are responsible for surveying where your organization is, where the sector is, and where your proposed change fits within them. You'll want to ensure that the inspiration that struck during the planning phase is well considered, and is examined from all angles, before proceeding with implementation. The following prompts will help you vet changes you are considering.

What evidence do I have that the change I am considering is necessary?
e.g., Internal data, stakeholder feedback

What evidence do I have that the change I am considering is effective?
e.g., External research, promising examples from partners in the sector

How are other organizations addressing similar issues?

Where can I find the evidence to make an informed decision? If not available, how can I gather data to inform the decision to make a change?
e.g., External research, conducting surveys

CHANGE MANAGEMENT WORKBOOK

Knowledge Exchange

ODEN SUPPORTS RX KTT

Sudbury, ON (September 2023)

- Promoting the KTT at ODEN events
- Joint learning events with Real Xchange and ODEN in the future

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Partners
For
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Knowledge Exchange

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Have you heard of Partners for Planning prior to attending today's session?

ⓘ Start presenting to display the poll results on this slide.

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PLANNING
NETWORK

PRACTICAL TOOLS AND RESOURCES

www.planningnetwork.ca

P4P PLANNING FRAMEWORK

FINANCIAL PLAN

SUPPORTIVE RELATIONSHIPS

LEGAL & ESTATE PLAN

COMMUNITY CONTRIBUTION

HOME OF ONES'S OWN

PROACTIVE PLANNING

Professional Learning & Development Webinar Series 2023-2024

- Understanding a Trauma Informed Approach to Support
- Anti-Human Trafficking
- Supporting Transition Aged Youth

Mentorship

- Employment Services
- Change Management
- Finance & Fund Management
- Advocacy & Skill Development
- Partnership & Collaborations
- Technology
- Marketing & Communications
- Fundraising
- Human Resources
- Operational Leadership
- Service Delivery
- Housing
- Governance

Internal vs. External Mentorship

- Fresh perspective
- Unbiased advice
- Broaden your professional network
- Provide honest and objective feedback
- Specialized expertise in specific areas
- More comfortable and less intimidating

Onboarding vs. Mentorship

Is there a difference?

MENTOR

MENTEE

Resources

Core Competency Café

Advisory Panel Roles

- Promote RX KTT in the community.
- Guide the RX KTT Hub in specific subject matters.
- Connect RX KTT to new audiences.
- Expand RX KTT's network through event planning.
- Introduce possible new members to the RX KTT Hub and Network.

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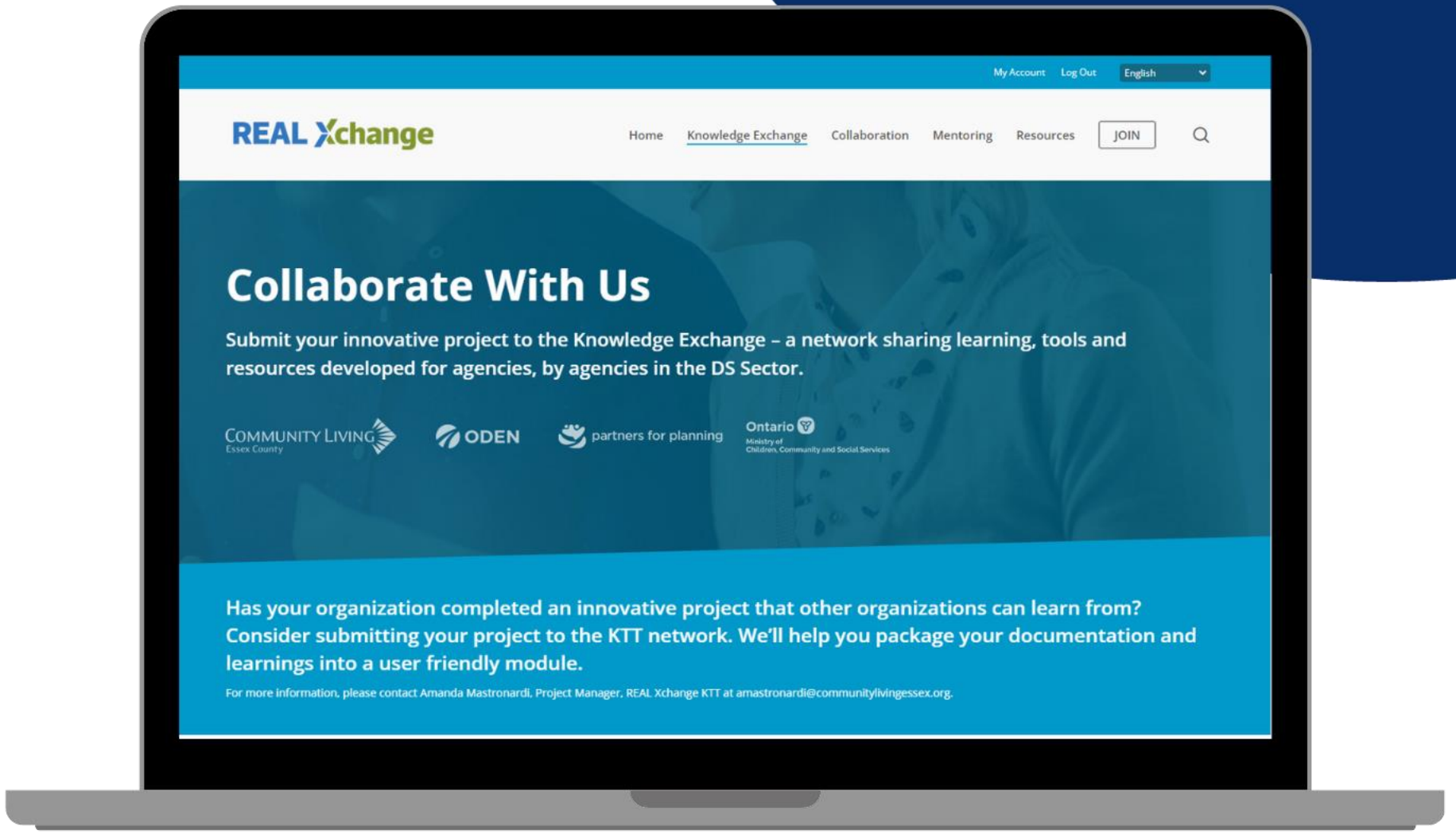

Share Your Resources
With REAL Xchange!

become a
REAL Xchange
member
today!
Free, Relevant, Resources for Service Providing Agencies
Knowledge Exchange
Access learning modules based on successful practices, created for busy DS service providers.
Collaboration
Join virtual conversations through Innovation Forums and Tech Talks with others from across the DS Sector.
Mentoring
Exchange knowledge and experiences on various topics, one to one.
FEATURING RESOURCES FROM
KTT KNOWLEDGE TRANSLATION AND TRANSFER
POWERED BY
COMMUNITY LIVING Essex County
Inspiring Possibilities
FOCUS 2022 - 2026

Knowledge is power - as long as it is shared.
- Baris Gencel

THANK YOU

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